



**The Western Sugar Cooperative**  
(Grower Owned)

**Production Manager**  
Fort Morgan, Colorado

An exciting opportunity is available for a Production Manager in a successful and growing food manufacturing company. The Western Sugar Cooperative is a sugar refining/manufacturing company with over \$400M in annual sales and offers longevity with a stable history and is experiencing strong growth. We distribute beet sugar, “Nature’s Sweetener” to both industrial and consumer customers under the GW brand and private labels to major regional grocery and retail stores. Headquartered in Denver, CO, Western has operations in CO, WY, NE & MT. We offer a generous and complete benefits package for you and eligible dependents, including 401(k) with match. Please visit our website, [www.westernsugar.com](http://www.westernsugar.com) to learn more about our company.

Join a high performance management team. Assume responsibility for the management of all aspects of the production operation for this manufacturer. The Production Manager is a proactive, strategic thinker whose skills contribute to the efficient, systematic and profitable operation of the company’s operations department. You will provide overall leadership and direction to direct reports responsible for production, sanitation, safety and quality. You will implement strategies to increase efficiency, maintain quality, and ensure continuous improvement. This manager has the proven ability to lead and grow the production team. Will work in conjunction with Maintenance Manager, Chief Chemist, and Warehouse Manager to continuously improve production, quality, and the safety of the operations. Reports to the Factory Manager

**DUTIES AND RESPONSIBILITIES:**

1. Responsible for the daily production operations of the facility and all its components.
2. Ensure compliance with local, state, and federal policies and regulations (OHSA, EPA, USDA, HACCP/SSOP).
3. Maintain and improve process efficiency and quality standards adherence.
4. Recommend optimal production solutions and equipment needs.
5. Responsible for staff adherence and process improvement.
6. Manage production personnel: Work allocation, training, and problem resolution.
7. Evaluate employee performance and motivate to achieve peak productivity.
8. Maintain a proactive equipment maintenance program with the application of TPM based methodologies, in particular, autonomous maintenance and early management / vertical start up.
9. Forecast facility capabilities and manage annual production operating budget.
10. Measure and upgrade standards for all job functions and procedures.
11. Develop team members for future growth opportunities within the company.

**REQUIRED, SKILLS, EXPERIENCE AND EDUCATION:~**

1. Proven leadership abilities (vision concentric, organization design, leading change, situational leadership, alignment, company values).
2. Familiar with food processing and its associated equipment.
3. Excellent strategic planning expertise.
4. Proven experience in employment law issues including union leadership.
5. Has designed and/or implemented OSHA, HAACP, USDA programs.
6. Proven success with efficient production line organization and output improvement.
7. Strong interpersonal and communication skills (oral and written) using Microsoft Office platform and the ability to motivate and lead a diverse work force to achieve desired results.

8. Proven history of successful creation and implementation of training programs & operational procedures.
9. The ability to lead teams to constant or continuous improvement.
10. Proven fiscal responsibility (financial planning, budgeting, financial analysis, variance reporting, etc.)
11. Perform formal, true root cause analysis to identify and resolve downtime and /or inefficient operational issues.
12. Bachelor's degree or equivalent manufacturing experience preferably in food manufacturing environment to support requirements.
13. Promotable to Factory Manager in 2-3+ years.

#### PERSONAL CHARACTERISTICS

1. Positive "can-do" attitude
2. Forward thinker and planner with proven abilities.
3. Problem-solver and pro-active solution seeker
4. Committed to values and actions that assure premium brand execution.

Respond to: Corporate Human Resources, Western Sugar Cooperative, Fax# 303-813-3577 or send cover letter and resume to [HR@westernsugar.com](mailto:HR@westernsugar.com).

WSC is an Equal Opportunity Employer